



MAJOR BENEFITS OF WORKING AT DEQ

HOLIDAYS:

Employees receive the following paid holidays: New Year's Day, State Inauguration Day (every four years for employees working in Baton Rouge), Dr. Martin Luther King's Birthday, Mardi Gras Day, Good Friday, National Memorial Day, Independence Day (July 4), Labor Day, Veterans' Day, General Election Day (every two years), Thanksgiving Day, Christmas Day. Additional holidays may be proclaimed by the Governor of Louisiana.

LEAVE:

Employees in leave-earning positions earn annual and sick leave every bi-weekly pay period. Leave can be rolled over from year to year and transferred with the employee to other state agencies. The earning rate is based upon the length of state employment according to the following schedule:

YEARS OF SERVICE	BIWEEKLY EARNING RATE	DAYS PER YEAR
0-3	3.6880	12
3-5	4.6080	15
5-10	5.5360	18
10-15	6.4560	21
15+	7.3840	24

RETIREMENT:

Most employees are required to join the Louisiana State Employees' Retirement System (LASERS). Employees hired prior to 7/1/06 and have not refunded their contributions, contribute 7.5% of gross pay and are vested in the retirement system after 10 years of service. Employees hired on or after 7/1/06 contribute 8.0% of gross pay and are vested in the retirement system after 5 years of service. For more information, including the different retirement criteria and options, check out the retirement system web site at www.lasersonline.org.

HEALTH INSURANCE:

The state offers employees several health insurance options. The state pays 75% of the employee's premium and 50% of the premium for dependents. For the current list of health insurance plans, insurance provider directories, and the current health insurance rates, please refer to the Office of Group Benefits (OGB) web site at www.groupbenefits.org.

LIFE INSURANCE:

The state offers a group life insurance plan underwritten by Prudential. The state pays half of the premium for employee coverage; the employee pays the other half. Dependent life insurance is paid 100% by the employee.

MISCELLANEOUS INSURANCE PRODUCTS:

A few private companies are authorized to offer employees supplemental insurances such as dental, short-term disability, universal life, etc. The premiums can be payroll deducted. For more information online go to: www.doa.la.gov/doa/osup/state-employees/employee-sw-vendor-products.

FLEXIBLE BENEFITS:

Employees can elect to pay their eligible insurance premiums on a pre-tax basis. The state also offers Healthcare and Dependent Care Flexible Spending Accounts that allow employees to set aside pre-tax dollars to pay for eligible expenses.

DEFERRED COMPENSATION:

This voluntary 457 plan allows employees to save and invest before-tax dollars through salary deferral. Contributions and earnings are tax-deferred until money is withdrawn after state employment has ended. The website is <https://louisianadcp.empower-retirement.com>.

For more information, visit our web site at www.deq.louisiana.gov or send an email to the DEQ Human Resources Department at deqpersonnel@la.gov or call the Human Resource Office at (225) 219-3850.

LOUISIANA DEPARTMENT OF ENVIRONMENTAL QUALITY